

A G R E E M E N T

-Between-

**TEAMSTERS LOCAL UNION NO. 25
International Brotherhood of Teamsters**

-And-

**ALLIED WASTE SERVICES OF MASSACHUSETTS, LLC
d/b/a ALLIED WASTE SERVICES OF BOSTON-QUINCY
and ALLIED WASTE SERVICES OF BOSTON-REVERE,
ALLIED WASTE SYSTEMS, INC. d/b/a PEABODY TRANSFER
STATION and ALLIED WASTE SYSTEMS, INC. d/b/a
BFI HOWARD TRANSFER STATION**

For the Period

July 1, 2012 through June 30, 2015

**Sean M. O'Brien
President/Principal Officer**

**Mark A. Harrington
Secretary-Treasurer**

**Printed & Assembled by
Teamsters Local 25
Office Staff**

PREAMBLE

This Agreement is made and entered into by and between TEAMSTERS, LOCAL UNION NO. 25, affiliated with the International Brotherhood of Teamsters (the "Union") and ALLIED WASTE SERVICES OF MASSACHUSETTS, LLC d/b/a ALLIED WASTE SERVICES OF BOSTON-QUINCY and ALLIED WASTE SERVICES OF BOSTON-REVERE, ALLIED WASTE SYSTEMS, INC. d/b/a PEOBODY TRANSFER STATION and ALLIED WASTE SYSTEMS, INC. d/b/a BFI HOWARD TRANSFER STATION (the "Employer.")

Article 1

RECOGNITION

1.01 The Employer recognizes and acknowledges that the Union is the sole and exclusive representative of all employees, including temporary and casual employees, in the classification of work listed in this Agreement for the purpose of collective bargaining as provided by the National Labor Relations Act, as amended.

Article 15

HEALTH & WELFARE

15.03 Each regular employee will be granted the opportunity to enroll in the Health and Welfare program as outlined in the summary of eligibility and benefits booklets as provided by the Employer. For the life of this Agreement, weekly contributions will be required by those participating employees who elect coverage for themselves and eligible dependents. Weekly contributions will be as follows:

| HMO United Healthcare | For Term Of Agreement |
|------------------------------|----------------------------------|
| Single | 85.90 |

| | |
|------------------------------|--------|
| You + Child(ren) | 96.11 |
| You + Spouse | 98.37 |
| You + Family | 110.26 |
| PPO United Healthcare | |
| Single | 85.90 |
| You + Child(ren) | 96.11 |
| You + Spouse | 98.37 |
| You Family | 110.26 |
| UHC Union Choice Plan | |
| Single | 86.02 |
| You + Child(ren) | 97.01 |
| You + Spouse | 97.01 |
| You + Family | 108.20 |

Article 17

WAGES, HOURS AND OVERTIME

17.01 The following are the classifications and minimum hourly we rates, effective on the beginning of the first pay periods or the following dates below, for employees covered by this Agreement:

| Commercial/ Residential | 7.1.12 | 7.1.13 | 7.1.14 |
|----------------------------|--------|--------|--------|
| Commercial Driver | 25.50 | 26.00 | 26.50 |
| Residential Driver/Helper | 25.50 | 26.00 | 26.50 |

LIST OF TOWNS

Arlington
Belmont
Boston
Braintree
Brookline
Cambridge
Canton
Chelsea
Dedham
Everett
Lynn
Malden
Medford
Melrose
Milton
Needham
Newton
Norwood
Peabody
Quincy
Randolph
Revere
Somerville
Stoneham
Watertown
Weymouth
Winchester
Winthrop

Article 22

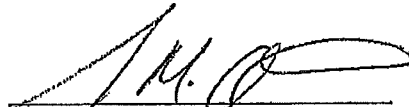
DURATION

22.01 This Agreement shall be in full force and effect from July 1, 2012 through June 30, 2015 and shall continue thereafter from year to year unless notice is given in writing of a desire to change, modify or terminate the Agreement by either party to the other party sixty (60) days or more prior to the expiration of such period.

TEAMSTERS LOCAL UNION NO. 25

ALLIED WASTE SERVICES OF
MASSACHUSETTS, LLC d/b/a ALLIED
WASTE SERVICES OF BOSTON-
QUINCY and ALLIED WASTE
SERVICES OF BOSTON-REVERE and
ALLIED WASTE SYSTEMS, INC. d/b/a
PEOBODY TRANSFER STATION and
ALLIED WASTE SYSTEMS, INC. d/b/a
BFI HOWARD TRANSFER STATION

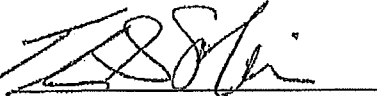
By:


Sean M. O'Brien
President/Principal Officer

Date:

10/5/12

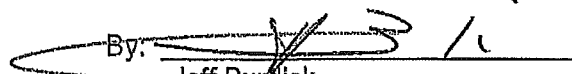
By:


Thomas G. Mori
Business Agent

Date:

12/3/12

By:


Jeff Byrdick
Area President

Date:

12/11/12